

"Utah's Job Connection"

Employment / Employer News - Central Region

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Utah Dept. of
Workforce
Services

Stephen D. Maas, Director
Central Region

John D. Williams, Manager
Tonia Swanger, Editor
Central Region Employer Services
1385 S. State St., Rm. 449
Salt Lake City, UT 84115
(801) 468-0174

Director's Message by - Stephen D. Maas



If We Build it, Will you Come????

Since the creation of this Department we have worked diligently to satisfy all of the federal and state mandates that came about as a result of Welfare Reform. This has been a long and arduous process. We have reinvented ourselves by designing and refining our offices to be open friendly environments that are information rich for our Job-Seeker and Support Service Seeker Customers, utilizing the latest ideas in customer choice and technology. A true One-Stop Shop where if we don't have what a service seeker needs, we can point them in the right direction to one of our many partners. We feel we can honestly say that it is working! We have been successful in getting us on the road towards satisfying our customers needs on the **supply** side of the **supply and demand** equation, making Utah a national model for Workforce Development. We also want to concentrate on improving our services to the **demand** side of Workforce Development - **The Employer**.

We are working on plans to create a One-Stop Shop dedicated to the needs of employers here in Central Region. Predicated on the same principles used in developing our Service Seeker One-Stops, we are looking at creating an information rich environment that can be accessed both physically and through technology. This Employer One-Stop would have the latest in Labor Market Information at your fingertips, information regarding Labor Law, how to workshops on doing business with DWS, links to business services throughout Utah and beyond, computers, telephones and faxes to assist in information retrieval and recruiting,

private offices available for off-site recruiting and much, much more...

The question and our Regional Council has, is - If we build it, will you come? I would like to hear from you, the employer community, that if such services were available in a place easily accessible and dedicated to you, would that be a valuable service? Would you use it? What other services would you like to see us offer? Are there services beyond the norm that you would like us to consider providing that you may be interested in paying a fee for? Obviously such a service will require me to dedicate tax dollars to develop, and I want to have a sense that these would be dollars well spent!

I ask you to give me your opinion by phone, fax or email and let me know what you think. I may be reached by telephone at 468-0280, by fax at 468-0211 and by email at wscfam.smaas@state.ut.us. If you have any other issues that you need to make me aware of, please feel free to contact me in the same manner.

Thank you for your business and your valuable advice!

Transportation - A Problem for your Employees?

One of the goals of the Central Region Council on Workforce Services is to develop strategies and programs to address the barriers of finding reliable transportation for workers. Our goal is to develop flexible transportation services that connect workers, especially entry level workers, to jobs and other employment related services. In an effort to accomplish this goal, the Council is soliciting comments from employers concerning transportation

problems that their employees are experiencing. If the lack of reliable transportation has been a barrier in securing or retaining employees, please let us know. Please send your comments to John D. Williams at 468-0170, fax 485-0211 or email to wscfam.jwilliam@state.ut.us

1999 Veterans' Job Fair

by - Bob Lowe



The 1999 Veterans' Job Fair was held at the Sunnyside Avenue National Guard Armory, on November 19. While not as many attended as last year, it was indeed a success.

Twenty employers and over 150 veterans participated, and all found the experience to be worthwhile. Employers were pleased with the quality of veterans in attendance as were the veterans with the quality of employers.

Notable among the employers in attendance were Hill Air Force Base, Raytheon, Alliant Tech, Litton Guidance and Control, Jetway and others looking for those aerospace related skills most often found among our veteran clients.

If this year's results are similar to those of last year's fair, a number of our veteran clients will be hired by these employers over the next little while!

I must comment that job fairs of any sort are not simple to put together, or conduct for that matter, and there's always good folks behind the scenes who give of their time and energy unselfishly! And as you'd expect, our Veterans' Job Fair experience was no exception.

The thanks of the Veterans' team goes out to Amy Lowe, Tonia Swanger and Carmen

Bowles of Kim Auberger's team for their assistance, and to Kim for being so supportive and allowing her folks to assist us. Also our thanks to Sherrill Chapman, Trini Griffith and the other Business Consultants. Of course there were other

wonderful folks from the EC's who volunteered, but who we had to turn down because of the numbers that did volunteer. To all of you folks thanks for caring enough to make a difference for our veterans.

West Jordan Job Fair

by - Paul Blanchard
West Jordan
Economic Development

There's sometime big going on at West Jordan City Hall that draws a huge crowd every six months! Free food? Money? Celebrities? Actually it's the rapidly growing West Jordan tradition, the semi-annual West Jordan Job Fair. With Utah's economy as hot as a habanero-laced taco, unemployment in the valley continues at a super-low rate of about 2.7%. Yet this festival, which matches twenty local employers with area job seeker, continues to play to packed houses. Go figure.

The latest edition of West Jordan's Job Fair was held in early November and drew a crowd of 500 plus job seekers to meet with some of the areas top employers including newcomers Dana Distribution and SYSCO Intermountain. They were joined by a line-up of attractive employers including Fairchild Semiconductor, Dannon Company, UPS, Convergys, Wachekenhut and many others.

The job fair is co-sponsored by West Jordan Economic development and Utah Workforce Services and is being conducted each Spring and Fall on the third floor of City Hall. During the early hours of the four hour long event, the hall becomes a hive of elbow-to-elbow job seeker while the parking lot outside is packed to capacity. Much of the success of the event is due to the planning and publicity done by the DWS staff which recruits and publicizes the fair to potential employees according to profiles submitted by employers.

The fifth fair of the series is tentatively scheduled for the Spring of 2000 and should continue to be an exceptionally popular service to both employers and employees alike. Anyone wishing to participate in the next fair can contact

DWS representative Sherrill Chapman at 269-4762 or West Jordan Economic Development at 569-5120.

Sandy City Job Fair

by - Naomi Martindale

On September 22, 1999 the Department of Workforce Services, Sandy City and the Sandy Area Chamber of Commerce held its first ever General Job Fair at the Sandy City Hall. According to the employers and applicants the evening was a tremendous success.

Over 800 applicants walked through the doors to visit with the 27 companies in attendance. Applicants were able to talk with representatives from a variety of industries such as finance, retail, manufacturing, food and government. Letter announcing the Job Fair were sent to applicants from the south end of the Salt Lake valley to the Lehi/American Fork Area and employers were thrilled by the numbers in attendance.

Some comments from employers included "I was pleasantly surprised by the number of professional level applicants", "on a scale from 1-10: 11!", "have many more, I thought it was perfect". Most applicants were also pleased with the experience with comments such as "very good, you turned what can be a humiliating experience into a positive one", "friendly atmosphere", and "gave opportunities to find different jobs at one location".

We know these job fairs provide a great service to both employers and applicants, but what we sometimes forget is that without the teamwork and dedication of all involved (staff from Sandy City, Sandy Chamber, DWS Business Consultants, Midvale DWS staff and Employer Services staff), we would not have been able to provide this much needed service to the community. Hats off to each and every volunteer on a job well done!

New Partnership

The Department of Workforce Services has created a partnership with Horizonte, an alternative learning and ESL (english as a second language) resource center to help employ their many students. 64 different countries are represented in the ESL student body, primarily consisting of adults. English levels range from none at all to conversational english to exceptional english skills and graduation. They have employment histories ranging from laborers to professionals, doctors, etc. Unfortunately the language and licensing barriers as well as lack of resources have prevented many of these people from finding employment that can support their families.

In the short time that we have been working with them, we have literally been bombarded with people who are so eager to work. Most are willing to take any job they can find even if it is completely unrelated to their previous line of work or not beneath their skill level or knowledge. These students are in classes every day to improve their english skills and are improving all the time.

With the unemployment rates so low we know that it is difficult to fill some positions and that employers are looking for new resources all the time to assist them in filling these vacancies. This might mean moving out of our comfort zones and exploring new ideas. We want to be that resource. If you are interested and/or able to work with this population and/or are interested in discussing what we are doing and how this may benefit and work for you, please contact Tonia Swanger at 468-0102 or Carmen Bowles 468-0106 at the Employer Services Unit. Or email wscfam.tswange@state.ut.us for more information.

Utah Employer Conference 2000

On Wednesday, January 12, 2000, the Utah Department of Workforce Services and thirteen co-sponsors will be hosting

the second annual Utah Employer Conference on the campus of the University of Utah.

This year's conference is a must for businesses looking for the most up-to-date information on current employment trends and labor laws. Nationally known author and marketing expert, Jack Trout, will be the keynote speaker and will offer alively and exciting discussion of current marketing and promotional trends. Mr. Trout has co-authored several books including "Positioning: The Battle for Your Mind" and "Marketing Warfare".

Experts in the field of employment and labor will give presentation on topics such as "Sexual Harassment in the Workplace", "Creating a Childcare Collaborative", "Employers and Regulatory Agencies", "Economic Forecast", "Americans with Disabilities Act (ADA)", "Hiring and Firing for Small Businesses", and "Leadership in Business". Topics will be presented in an interactive fashion, and attendees will have the opportunity to ask questions.

Those attending the Utah Employer Conference will be the first to receive two very important and sought after publication: "The 199 Wage Data Report" and "The Economic Report to the Governor". Any business interested in the latest economic trends, including carious occupational wage levels, will find that these two publications provide information integral to upcoming business decisions.

All Utah employers are welcome to attend the conference. Registration is \$65 per person and anyone interested in registering can call the Utah Department of Workforce Services at 1-888-920-WORK statewide or 468-0097 in Salt Lake County.

Supervising Today's Workforce - A Success!!

Due to the tremendous response from employers scheduling their supervisors for the first three supervisor training programs offered, two additional sessions have been

scheduled for the coming year. This training program will be offered in three, four hour sessions, on February 10, 17, and 24th and on March 2, 9nd 16th.

Interpersonal Dynamics Inc., the presenter is a recognized leader in providing curriculum design in training for human resource development. Many organizations feel they cannot afford effective training for their supervisors. **IDI** maintains that organizations cannot afford not to train them!

The objective of this training program is to enhance supervisory performance for the entry-level supervisors and lead workers. Supervisors are extremely influential in all elements of the workplace. They determine product quality and impact the effectiveness of those who produce the product. Over the course of the program, the following topics will be covered:

- Conflict Resolution
- Supervision of Former Co-workers
- Diversity Training
- Crisis Intervention Skills
- Understanding Basic Human Behavior
- Coaching Skills
- Fair Employment Practices
- Disciplinary Skills
- Identify and Respond to Barrier to Employment at the Workplace
 - Work Maturity Issues
 - Substance Abuse
 - Mental Health Issues
 - Family Violence
 - Disabilities

The cost of the training is \$150 per participant or \$125 per participant for two or more. On-site training is also available for 10 or more. The training Program will be held at the Central Region Administrative offices located at 1385 S State, Salt Lake City. If you need additional information or wish to register, please call Mynn "Z" Pavlides at 468-0174. *Registration Deadline: Monday, February 7, 2000.*

Upcoming Events**JANUARY**

12 th	2000 Employer Conference
26 st	Better your Business "Cost Saving Programs" 7292 S State
27 th	Professional/Technical Job Fair Midvale 7292 S State
19 th	TEC meeting - Tooele EC

FEBRUARY

2 nd	SLEC mtg. 1385 S state, 7:30
9 th	TEC Seminar - 11:30 - 1:00
15 th	Better your Business "Electronic Labor Exchange" 720 S 200 E
16 th	SLEC Seminar - Payroll Issues Little America 11 am - 1 pm
23 rd	Metro General Job Fair 720 S 200 E 4pm - 7 pm

MARCH

8 th	Sandy City Job Fair 4 - 7pm
15 th	TEC meeting - Tooele EC
16 th	Better your Business "AJB" 1385 S State
23 rd	Downtown Job Fair 4 - 7 pm

Better you Business Workshops are free informational meetings hosted by the Department of Workforce Services. Meetings are held at our Employment Centers, 7:30 a.m. - 9:00 a.m.

SLEC Seminars are luncheon presentations held quarterly. The cost is \$25/per person. Topics that have been discussed at these presentations include the following:

Labor Law Updates, Hiring Rights, Employer Handbooks, Recruitment, Resources, Retaining Employees, etc. (Pre-registration is required.)

For location and/or time on the above job fairs, information about the Salt Lake Employer Committee (SLEC), other events, or to register for an upcoming seminar, please contact the Employer Services Unit at (801) 468-0174, or your local DWS Business Consultant.

Important Phone Numbers

Child Care Outreach:	801-526-4342
Contributions:	801-526-9235
DWS Administration:	801-526-9675
Job Order Fax Line:	801-468-0070
Job Order Phone Line:	801-468-0097
Labor Market Info:	801-526-9340
New Hire Reporting:	801-526-4361
Rapid Response:	801-526-4312
UI Benefit/Tax Info.:	800-222-2857
DOL Wage/Hour Div.:	801-524-5706
Utah Labor Commission	801-530-6801
Workforce Council:	801-468-0095
WOTC Tax Credit:	801-526-9484

<http://dws.state.ut.us>

Business Consultants:

Laureen Royle	801-567-3940
Sherrill Chapman	801-269-4762
Cassy Hahn	801-536-7173
Trina Griffith	435-833-7327
Jody Davis	801-468-0020
(OJT, E-1, WEAT)	
Karen Gardner	801-468-0260
(OJT, WEAT)	